



**STATE INVESTMENT BOARD
BOARD ADOPTED POLICIES**

POLICY NUMBER: 2.00.505

EFFECTIVE DATE: 11/15/01

TITLE: Investment Officer Compensation Levels

SUPERSEDES: N/A

BOARD ADOPTION: 11/15/01

APPROVED: *James F. Parker*

PURPOSE:

The 2001 statutes provide authority for the Board to establish compensation levels (salary ranges) for investment officers. This policy establishes general guidelines for implementing this statutory authority.

POLICY:

There are four levels of investment officer positions: Chief Investment Officer, Senior Investment Officer, Investment Officer, and Assistant Investment Officer. In recent years, the State Investment Board has not used Assistant Investment Officer positions. The authority is delegated to the executive director to manage this process based upon the following criteria.

PROCEDURE:

An independent biennial survey shall be conducted of state funds of similar size regarding investment officer compensation levels. Review and comment shall be sought from the Joint Legislative Audit and Review Committee. The upper ranges that are set shall be limited to the average upper limits determined in this study.

A report shall be made to the Board meeting immediately following the establishment of the ranges for action, and thereafter notice made to the heads of four entities in state government prior to implementation: Department of Personnel, Office of Financial Management, and the two legislative fiscal committees. The notice shall be 60 days prior to the effective date of the proposed changes in the ranges.

"Recruitment and Retention" compensation increases granted by the executive director to investment officers from a special retention pool, out of earnings of the funds managed by the Board, shall not exceed an average of five percent for any fiscal year.

The ranges increase automatically with any Cost Of Living Adjustments (COLAs) granted to all state employees, similar to the practice when the Personnel Resources Board established these compensation levels. Investment officers receive salary adjustments within the approved range at the discretion of the executive director.

Policy Adopted 11/15/01